

RESOLUTION NO. CR-44-04

A RESOLUTION TO AUTHORIZE AN EARLY RETIREMENT INCENTIVE PROGRAM
FOR THE PUBLIC SERVICE DEPARTMENT OF THE CITY OF GROVE CITY, OHIO

WHEREAS, the Ohio Revised Code, Section 145.297, authorizes Ohio public employers to establish early retirement incentive plans for a group of eligible employees; and

WHEREAS, pursuant to a collective bargaining agreement entered into between the City of Grove City and Local 1116, Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, the City agreed that it would implement an early retirement incentive plan pursuant to applicable Ohio law that would allow for the purchase of the maximum time for eligible employees; and

WHEREAS, the City has determined that an early retirement incentive plan for the Department of Public Service satisfied the City's obligation under such collective bargaining agreement and is in the best interest of the City.

NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GROVE CITY, STATE OF OHIO, THAT:

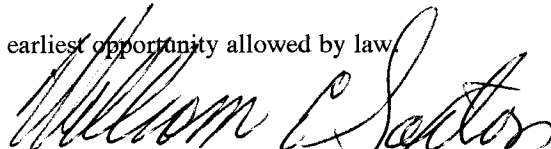
SECTION 1. An Early Retirement Incentive Plan (ERI Plan), attached hereto as Exhibit "A", shall be, and is hereby authorized and established for the City of Grove City, Ohio.

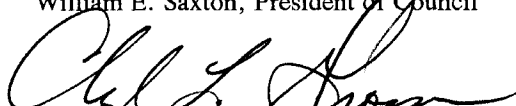
SECTION 2. The ERI Plan shall be and is hereby, in writing, in effect for the period commencing July 1, 2004 and terminating July 1, 2005, and in conformity with the provisions of Section 145.297 of the Ohio Revised Code.

SECTION 3. The said ERI Plan shall be administered by the Director of Finance for the City in accordance with the rules and procedures of the ERI Plan, and in compliance with Ohio Revised Code Section 145.297 and other applicable sections of the Ohio Revised Code and rules of the Public Employees Retirement System.

SECTION 4. The City Administrator shall be, and is hereby authorized to take such further action and execute and deliver such further documents, acting with the advice of counsel, as shall be deemed necessary and appropriate to carry out the intent of this Resolution.

SECTION 5. This resolution shall take effect at the earliest opportunity allowed by law.



William E. Saxton, President of Council


Cheryl L. Grossman, Mayor

Passed: 6-21-04
Effective: 6-21-04

Attest:


Tami K. Kelly, MMC, Clerk of Council


Thomas R. Clark, Director of Law

I Certify that this resolution is correct as to form.

CP-44-04

CITY OF GROVE CITY
EARLY RETIREMENT INCENTIVE PLAN

1. **PLAN NAME.** The name of the Plan shall be the Early Retirement Incentive Plan of the City of Grove City Department of Public Service (hereinafter referred to as the "ERI Plan").
2. **ENABLING ORDINANCE AND GOVERNING LAW.** The ERI Plan was approved by the City Council of Grove City, and is based on the provisions of Ohio Revised Code Section 145.297 and Administrative Rule 145-2-42.
3. **PLAN PERIOD.** The ERI Plan shall begin on July 1, 2004, and terminate on July 1, 2005.
4. **TERMS.**
 - (A) The ERI Plan shall be the only retirement incentive plan in effect for eligible employees of the Grove City Department of Public Service.
 - (B) Participation in the ERI Plan shall be available to all eligible employees of the Grove City Department of Public Service who are employed with the City and are members of the Ohio Public Employees Retirement System ("PERS") on July 1, 2004. Employees who have established more total service credit of record in PERS pursuant to applicable service credit provisions of Chapter 145, Ohio Revised Code, have the right to elect to participate in the ERI Plan before employees having less total service credit of record in PERS.
 - (C) Pursuant to the terms of the ERI Plan, service credit for each participating employee shall be purchased by the City of Grove City in an amount equal to the lesser of the following:
 - (1) Five (5) years of service credit; or
 - (2) An amount of service credit equal to one-fifth (1/5) of the total service credit of record credited to the participating employee in PERS, exclusive of the service credit purchased under this ERI Plan.
5. **ELIGIBILITY REQUIREMENTS.** Any employee of the Grove City Department of Public Service eligible to participate in the ERI Plan shall meet the following criteria:
 - (A) The employee is or will be eligible to retire under Ohio Revised Code Section 145.32, 145.34, 145.37, or 145.33(A) on or before the ERI Plan termination date of July 1, 2005. Service credit to be purchased for the employee under the ERI Plan shall be included in making this determination for eligibility.
 - (B) The employee agrees to retire under Ohio Revised Code Section 145.32, 145.34, 145.37, or 145.33(A) within ninety (90) days after receiving notice from PERS that service credit has been purchased for the employee pursuant to the ERI Plan.

6. **NOTICE.** The ERI Plan shall be in effect for one (1) year as set forth in Paragraph 3 above. Grove City will send all employees and the Ohio Public Employees Retirement System written notice of the termination of the ERI Plan thirty (30) days in advance of the ERI Plan termination date of July 1, 2005.
7. **GRIEVANCE PROCEDURE.** For those employees governed by a collective bargaining agreement, all grievances and disputes that may arise regarding administration of the ERI Plan will be resolved through the normal grievance procedure as outlined in the collective bargaining agreement for that bargaining unit member. Non-bargaining unit employees will also be afforded a grievance procedure for timely and impartial resolution of grievances and disputes regarding administration of the ERI Plan. Specifically, non-bargaining unit employees who have a grievance or dispute regarding the administration of the ERI Plan may register a complaint with the City Administrator. The City Administrator shall meet with the employee to discuss the complaint within two (2) weeks after the employee registers the complaint, unless both the employee and the City Administrator agree to extend the timeline. The City Administrator shall issue a decision regarding the resolution of the complaint within two (2) weeks after meeting with the employee, unless both the employee and the City Administrator agree to extend the timeline. If the non-bargaining unit employee is dissatisfied with the City Administrator's resolution of the Complaint, the employee may appeal the complaint to the Mayor. The appeal must be filed with the Mayor within two (2) weeks after the issuance of the City Administrator's decision. The Mayor shall meet with the employee within two (2) weeks after the filing of the appeal, unless both the employee and the Mayor agree to extend the timeline. Within two (2) weeks of meeting with the employee, the Mayor shall issue a decision regarding the resolution of the Complaint. The decision of the Mayor shall be final.